United Nations CEDAW/C/2005/I/3/Add.3

Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
15 November 2004

Original: English

Committee on the Elimination of Discrimination against Women
Thirty-second session
Item 5 of the provisional agenda*
10-28 January 2005
Implementation of article 21 of the Convention on the Elimination of All Forms of Discrimination against Women

Report provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

United Nations Educational, Scientific and Cultural Organization

1. On behalf of the Committee, the secretariat invited the United Nations Educational, Scientific and Cultural Organization (UNESCO), on 30 September 2004, to submit to the Committee a report on information provided by States to UNESCO on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in areas falling within the scope of its activities, which would supplement the information contained in the reports of the States parties to the Convention that will be considered at the thirty-second session.

2. Other information sought by the Committee refers to activities, programmes and policy decisions undertaken by UNESCO to promote the implementation of the Convention.

3. The report annexed hereto has been submitted in compliance with the request of the Committee.

* CEDAW/C/2005/I/1.

04-61120 (E) 201204

Annex

Report of the United Nations Educational, Scientific and Cultural Organization to the Committee on the Elimination of Discrimination against Women at its thirty-second session

I. Introduction

1. The Committee on the Elimination of Discrimination against Women (CEDAW) will hold its thirty-second session from 10 to 28 January 2005 at United Nations Headquarters in New York. At that time, the Committee will consider the reports of the following countries: Algeria, Croatia, Gabon, Italy, the Lao People's Democratic Republic, Paraguay, Samoa and Turkey.

2. In accordance with article 22 of the Convention on the Elimination of All Forms of Discrimination against Women, specialized agencies are invited to submit reports on the implementation of the Convention in the areas falling within the scope of their activities, as well as provide information on any recent activities, programmes and policies (the United Nations Educational, Scientific and Cultural Organization (UNESCO) is specifically concerned with the promotion of the implementation of article 10). The UNESCO contribution to the implementation of the Convention within the scope of the mandate of the Organization is provided in section II of the report. Section III describes the measures taken by UNESCO to implement the Convention in the countries being considered.

II. Contribution of the United Nations Educational, Scientific and Cultural Organization to the implementation of the Convention on the Elimination of All Forms of Discrimination against Women

General

3. UNESCO has adopted a broad approach to mainstreaming gender in seeking to incorporate a gender perspective into its planning process. One of the most significant impacts of the development of a new gender mainstreaming policy is the establishment of the gender focal points network at UNESCO headquarters, field offices and national commissions.

4. In order to provide UNESCO staff with the means to implement the gender mainstreaming policy, all existing gender-responsive tools and resources produced by UNESCO were collected and made available on the UNESCO Gender Mainstreaming Resource Centre web site (www.unesco.org/women). In addition to the gender training workshop held in January 2004, the Section produced a Gender Mainstreaming Training CD-ROM that contains the full report of the training, as well as a selection of gender-mainstreaming tools produced by UNESCO and other United Nations programmes, agencies and independent institutions. The CD-ROM was sent to all participants and field offices with gender focal points. The second gender training session is tentatively scheduled for early 2005.

5. UNESCO contributed to the World AIDS Campaign for 2004 that will culminate in World AIDS Day in December 2004. The Campaign seeks to accelerate and sharpen the global response to HIV/AIDS by focusing on women and girls, especially through preventive education. A framework for the UNESCO contribution has been developed, identifying key messages and partnerships in consultation with field offices and specialists working on AIDS from a gender perspective. Three international events were organized around this theme in November and December 2004 at UNESCO headquarters.

6. UNESCO organized the International Colloquium on Women in Service of Peace in cooperation with the Suzanne Mubarak Women's International Peace Movement and Boutros Boutros-Ghali on 8 June 2004. The Colloquium highlighted the important role of women in peacemaking and the need to recognize women in the decision-making processes.

7. Various publications were produced in support of UNESCO women and gender equality related activities, among them the "United Nations Operational Guide on gender and HIV/AIDS: a Rights-Based Approach", and a "Handbook for Gender Focal Points in UNESCO National Commissions" providing advice, information and coaching. These initiatives and many other ad hoc actions taken to backstop gender focal points in the field offices and those working at headquarters gave new dynamism and greater coherence to the work of UNESCO relating to gender equality.

Millennium Development Goals

8. UNESCO contributes to the achievement of each of the Millennium Development Goals through its fields of competence — education, the sciences, culture, communication and information — with a special focus on the urgent needs of disadvantaged and excluded groups or geographic regions, countries or groups of countries. The Section for Women and Gender Equality focuses on Goal 3: promote gender equality and women's empowerment. The target of this goal is essentially education-related ("Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015"). The UNESCO contribution to the attainment of this goal is therefore part of its larger role as coordinator and secretariat of the Education for All initiative.

9. In addition, UNESCO is mandated under the Beijing Platform for Action (para. 87), to contribute to the evaluation of the progress achieved in education and literacy programmes, to strengthen national capacities for that purpose, to conduct an international campaign promoting the rights of women and girls to education, and to concentrate resources on basic education for women and girls. One way of implementing the right to education is through literacy programmes targeting principally girls and women. Emphasis is also placed on education that helps to meet the challenges of poverty and exclusion by promoting life skills and access to the world of work, in particular through technical and vocational education, microcredit schemes, and using non-formal and distance education. One example of many such approaches is the Guidance, Counselling and Youth Development for Africa (Malawi Centre), which focuses on the needs of girls and women. Women's participation at all levels is encouraged, whether in teaching and research programmes, in access to the press and audio-visual media (and their image therein), in community development programmes, or in public life (through cooperation with

parliamentarians). The "MDGENDERNET" site has been a useful tool to provide access to resources and to share tools for addressing gender equality in all of the Millennium Development Goals.

Mainstreaming gender in the combat against HIV/AIDS

10. HIV/AIDS has moved to the centre of attention of UNESCO, which commits itself to tackling the problem from a sociocultural perspective. This implies recognizing and combating the problems related to gender inequality, which lie at the heart of and facilitate the spread of the disease. The UNESCO HIV/AIDS work — caring for the infected and affected, preventing the spread of the epidemic and protecting the most vulnerable — is inextricably linked to gender equality issues, and the responses to the epidemic must therefore be systematically built on a thorough understanding of the gender relations that prevail in the countries that the organization serves. Education in its broadest sense, both formal and non-formal, whether geared towards the acquisition of life skills or formal knowledge, has a major role to play in changing attitudes and behaviours that sustain vulnerability to the disease and put girls, young and adult women at risk of infection. Education systems and development programmes with an educational objective must acknowledge this responsibility and act accordingly. UNESCO's gender-sensitive response to HIV/AIDS includes the following activities: (a) getting education systems to be gender-responsive: seeking system-wide responses through Education for All national action plans; (b) promoting human rights-based and culturally appropriate approaches; (c) using training and non-formal education as key entry points to address HIV/AIDS issues; (d) developing empowering educational prevention strategies and material for adult and lifelong learning; (e) developing and promoting better use of information and communication technologies, the media, drama and public entertainment and awareness campaigns (radio and TV) to spread socially targeted, gender-sensitive and effective messages about HIV/AIDS.

Women and education

11. Girls' education in sub-Saharan Africa received a major boost as a result of a policy consultation (Nairobi, 22 to 25 June 2004), organized in cooperation with the World Bank, the United Nations Children's Fund, the Commonwealth Secretariat, the African Development Bank and the Forum for African Women Educationalists, which brought together some 150 participants from 27 countries. The meeting resulted in increased political commitment and partnerships for scaling up effectively an identified set of good practices in girls' education throughout the region. The importance of literacy for development and increased commitment to its inclusion in Education for All plans has been enhanced through the UNESCO leadership role in the United Nations Literacy Decade.

12. UNESCO has contributed to achieving the Education for All goals and the Millennium Development Goals concerning universal primary education, and eliminating gender disparity by 2005 and achieving gender equality in education by 2015 through its support to Member States' efforts to develop policies expanding equitable access and improving quality in primary education and early childhood care and education and girls' education in view of the right to education. The three-pronged strategy aims at global consolidation and sharing of knowledge on primary education and girls' education; technical support to selected Member States in reform and policy development; and advocacy and networking with partners.

Information systematically collected about UNESCO activities concerning primary education and girls' education and gender equality (2000-2004) is being analysed to identify important lessons and good practices to feed into policy-making. National efforts to expand and improve primary education systems, and to develop legislation to further ensure the right to education, especially primary education, have been supported through technical and financial inputs, for example, technical assistance to Kenya for developing a coherent legal framework and for modernizing national legislation, and to Nigeria within the framework of new legislation in the field of basic education. The Joint Programme for the Promotion of Basic Education for All Malagasy Children has completed a mid-term evaluation of the Programme's impact on Education for All goals. The model will be replicated in other countries. An International Conference on Bilingual Education, which was held in N'Djamena in June 2004, gathered high-level officials from a wide number of countries and from multilateral and bilateral organizations to launch the UNESCO-supported programme in Chad and the Niger.

13. Ensuring gender equality in Education for All. Increased awareness of the importance of gender equality and girls' education resulted from the consolidation of knowledge, networking and advocacy and policy advice. UNESCO is collecting and synthesizing its global experiences and good practices in the area of girls' education and gender equality in order to draw policy lessons. A collaborative programme on "Gender-responsive education for all in Asia and the Pacific" has been designed and a similar programme is planned for Africa in order to draw comparative lessons for policy-making. UNESCO, an active partner in the revitalized United Nations Girls' Education Initiative, participated in the organization of a Policy Consultation on Scaling up Best Practices in Girls' education in Africa, which will be followed by a ministerial consultation as part of the forty-seventh International Conference on Education.

14. The elimination of gender gaps in science and technology education in secondary education was promoted through a series of activities directed towards girls in difficult circumstances, including a science career guidance and counselling training module "Girls into science careers". The Nordic funded capacity-building prog: nme in gender-inclusive scientific and technological literacy promoted the inclusion, within Education For All national action plans, of gender-sensitive and socioculturally relevant science and technology (Argentina, Burkina Faso, Egypt and Nepal) while a project on technology-related training for marginalized girls, promoted the empowerment of poor and out-of-school girls in selected communities in Cambodia, Indonesia and Nepal by helping them to acquire appropriate technological knowledge and skills.

15. The groundwork for research-based recommendations and guidelines on gender-responsive learning environments was laid by the UNESCO Institute for Education. In cooperation with headquarters, the Institute started a research initiative that includes nine countries in Africa, the Arab States and Asia to strengthen literacy and non-formal education policies in Education for All national plans by ensuring a gender equality perspective through respective policy guidelines. The initial phase included the development of a research framework to review national Education for All plans and other education plans, the selection of countries and the constitution of country teams.

16. Six Member States are being assisted in reviewing and updating their national policies and curricula in science and technology education (Bolivia, Cambodia, Ghana, Mali, Romania and Viet Nam). Efforts to train and empower teachers to better adapt national programmes to local needs through the preparation and dissemination of educational materials is ongoing. A Science Careers Guidance and Counselling Module to counter gender stereotypes with regard to science studies and careers in southern Africa, a UNESCO/United Nations Environment Programme Youth Exchange Toolkit (guidebook and web site) for capacity-building on sustainable consumption in youth organizations, schools, local authorities and consumer organizations, and a teaching tool on genetically modified organisms, started in collaboration with the Natural Sciences Sector and targeted to secondary school teachers and students, are among the educational materials developed. Extensive exchange of information and experiences among the science and technology education community was encouraged by the publication and dissemination of Connecting in six languages, totalling 25,000 copies.

17. The report of the eighth UNESCO/non-governmental organization (NGO) Collective Consultation on Higher Education provides information on NGO action in the field of higher education and attests to the commitment of NGOs to contributing further to the reform of higher education. A study on brain drain in French-speaking African countries was printed as a contribution to the ongoing worldwide reflection on this vital issue. Data was collected for a global data bank of women experts in UNESCO fields of competence.

Women and science

18. Within the framework of actions on science for peace and as an outcome of the World Science Day for Peace and Development, Israeli and Palestinian scientists agreed on two important projects: the Science Centre to be established at Al-Quds University, Jerusalem and the Israeli-Palestinian Science Organization, a joint foundation for the support of joint projects. Within this context, an international study on Science, Technology and Gender, was launched. This technical study will be an inter-agency effort involving many United Nations and other concerned agencies.

Women and social and human sciences

19. Regarding the strengthening of capacities and establishment of mechanisms in Member States to promote the advancement of women, a meeting was successfully organized, "In support of Palestinian women" (Tunis, February 2004), to identify strategic needs as well as elements for a plan of action. The principal outcome of the meeting was a request to establish a specialized, independent resource centre and observatory which would, inter alia, collect and house research and documentation produced on the status and condition of Palestinian women, analyse and disseminate information to policy makers and relevant partners and facilitate training, networking and empowerment for women's organizations.

20. The following advocacy and capacity-building measures to promote human rights of women were carried out: in order to network with women's organizations, universities, human rights organizations and activists and to discuss possibilities for cooperation, UNESCO participated in a number of meetings and conferences including the forty-seventh Commission on the Status of Women, the Conference on

Understanding Gender Inequalities, the World Human Rights Forum and a conference on the Middle East and South-East Asia: Strategic changes and continuities after Iraq.

21. Concerning the development of participatory processes involving women, children and young people for the purpose of upgrading urban environment, the annual organization of the workshop of the sites of young urban planners in Geneva was finalized with the International Society of City and Regional Planners and the architectural competition for the UNESCO Prize was launched. Cooperative activities were launched with two research networks on the processes and mechanisms of decision-making in urban policy and the participation of inhabitants: the initial phase of fieldwork for the "Districts of the World" (an Environmental Development Action in the Third World) (ENDA) project began. A methodological and enhancement follow-up group was set up. In addition, the Urban Development Research Programme presented its first results during the international symposium "Governing the Cities of the South, Challenges for Research and Action", organized by UNESCO.

Women and culture

22. As a follow-up to the recommendations of the International Conference on "The Role of Women in Intercultural Dialogue in Central Asia", held in Tajikistan in 2003, a Central Asian Women's Cultural Web Site has been set up at the UNESCO Almaty Office in collaboration with the Kazakh National University and relevant local NGOs. Recommendations for the promotion of cooperation between the Arab world and Japanese culture in the course of an international symposium on "Cultural Diversity and Globalization — The Arab-Japanese Experience: a Cross-Regional Dialogue" formed the basis of the development of future action under the Arabia Plan.

23. In accordance with the recommendations of the Executive Board and the scientific research goals for 2004, greater attention was given to contemporary forms of slavery. Under the cross-cutting project to combat exploitative migration, a series of studies on trafficking in women and children in Africa was initiated in six pilot countries (Benin, Lesotho, Mozambique, Nigeria, South Africa and Togo). In addition, an inter-agency research network piloted by UNESCO regarding the sociocultural aspects of trafficking in persons was launched in partnership with the United Nations Office on Drugs and Crime, the United Nations Children's Fund, the International Labour Organization (ILO) and the International Maritime Organization (IMO).

Women and communication

24. In the priority area of the New Partnership for Africa's Development relating to the development of information and communication technologies and education, UNESCO contributed to the formulation of a major project to expand the African Virtual University through a $7.5 million grant by the African Development Bank. The purpose of the project is to increase the number of countries participating in the University, to introduce interactive distance training services, to strengthen the African capacity for developing tertiary courseware, and to develop a quality assurance policy and methodology. The three-year project has the following key components: the establishment of learning centres and connectivity provision in the

University's partner institutions, especially in Djibouti, Ethiopia, Madagascar, Uganda, the United Republic of Tanzania, Zambia and Zimbabwe; teacher training and development; and mainstreaming gender issues into the University's operations. The project will help to enhance capacities of training institutions and teachers in information and information and communications technologies literacy.

25. Regarding partnerships in areas related to women and gender equality, the Sector collaborated closely with a number of international, regional, and national NGOs, professional bodies, training and research institutions, as well as civil society groups whose activities and concerns lie in the domains of the Programme. A number of actions undertaken by UNESCO in communication and information contribute to strengthening participation in decision-making about development programmes by different segments of society, particularly women and youth, which is considered essential for attaining the Millennium Development Goals.

Projects relating to cross-cutting themes

26. "Technology-related vocational training for marginalized girls: schools and learning centres as community catalysts for poverty reduction" project continued to work towards empowering poor and out-of-school girls in Cambodia, Indonesia and Nepal by helping them to acquire appropriate technology-related knowledge and skills, which would open the door to more job opportunities. The second phase of the project aims at further building the capacity of the local partners, to expand the pilot training activities launched last biennium and replicate the model at other sites.

27. Within the framework of the above-mentioned project, in Indonesia, a national workshop was organized in February 2004 to review the results of the pilot training activities for poor, out-of-school girls implemented at the three participating technical and vocational schools. The most interesting experience highlighted was the successful school-NGO collaboration, which proved to be effective in reaching out to the excluded groups, and in adapting the existing programme to the needs of the specific groups. Following the workshop and consultation process, the directorate for Technical and Vocational Education of the Ministry of Education set up a gender task force. Two additional vocational schools will join the project and a new training cycle will soon start in two schools. Overall, the school/community-level activities are well linked with the Government's overall policy to reach out to those excluded, and the sense of ownership in the local partners is being fostered.

28. For the same project, in Cambodia, the follow-up to the activities of the last biennium is under way. Those girls who participated in the previous phase of the project have now formed self-help groups and they contribute to disseminating the improved agricultural techniques in their communities. The vocational skills to be taught are further diversified with more stress being put on "appropriate technology".

29. Finally in Nepal, a steering committee composed of government representatives, NGOs and community learning centres has been set up to monitor the overall project. A new needs assessment has been conducted and additional project sites have been identified.

30. The "Breaking the poverty cycle of women: empowering adolescent girls to become agents of social transformation in South Asia" project. Disadvantaged adolescent girls are the main beneficiaries of this project. During phase I in 2002-

2003, an interdisciplinary and rights-based framework for empowering marginalized adolescent girls was developed in four countries of South Asia. With a preventive, participatory, policy-oriented approach, the project succeeded in mobilizing family and community members in each project site, and, thereby secured their participation in the development of the local programme structure and delivery mechanisms, creating supportive environments for adolescent girls' empowerment.

31. "Urban poverty alleviation among young and female migrants in China, the Lao People's Democratic Republic, Cambodia and Mongolia" project, aiming at providing young and female migrants with life and basic skills to help them fight against poverty, started to implement its three main objectives for 2004-2005: (a) to pursue the support to integrative activities concerning migrant women themselves; (b) to enlarge the networking activities through training of organizations; and (c) to produce research outputs for policy makers using the materials of each pilot site's activities. In January 2004, a Chinese national workshop held on the project in Dalian resulted in a debate between the partners from the pilot sites and policy makers on main policy recommendations regarding urban poverty alleviation among young migrants. By June 2004, all the partnerships concerning seven pilot sites (Chifeng, Beijing, Dalian, Shanghai, Chengdu, Diqing and Kunming) have been concluded. Within the framework of the follow-up to the artistic exhibition "Together with Migrants" held in November 2003, a movie was produced in order to introduce the exhibition and the project and a bilingual (Chinese/English) book was published showcasing the project, the artists' involvement, as well as research papers produced by the partners in the pilot sites.

32. The "Combating exploitative migration of women and children in Africa" project has initiated two regional studies on factors favouring human trafficking in six pilot countries (Benin, Nigeria and Togo in Western Africa; Lesotho, Mozambique and South Africa in Southern Africa). Interdisciplinary regional teams, coordinated by the Women's Consortium of Nigeria and the Centre for Human Rights — Pretoria University, analyse how poverty, combined with political, legal and sociocultural factors, lead women and children into this modern-day slavery. In parallel, the project has commissioned the Institute of Social Studies, The Hague University, to collect some 15 best practices in fighting exploitative migration in Africa to serve as the basis for the design of awareness-raising campaigns. Consultations were carried out with the main international organizations working in the field of trafficking (ILO, IOM, UNICEF and the United Nations Office on Drugs and Crime) to define each agency's added value and modalities for cooperation. An inter-agency research network on trafficking was initiated on the occasion of a meeting on improving data and research on trafficking, held in Rome, on 27 and 28 May 2004. Finally, an internal workshop was organized to explore ways to mainstream poverty eradication as well as future priorities (cultural approach to HIV/AIDS, gender equality and human rights and migrants' rights).

33. "Handicraft as a socio-economic and cultural development factor" project. For disadvantaged social groups, especially women and youth, handicraft has the double potential of raising living standards and preserving cultural heritage. Drawing on the results of the last biennium's work, this project started to expand regionally: the activities scheduled in Meso-America, the Caribbean, Africa and Asia-Pacific targeted disfavoured social groups, especially women and youth. In this connection, a training workshop for youth was held in Phulang Village (Viet Nam). The training programme in Kingston was scheduled to begin in September and a project

document is being prepared by the Regional Office for Culture in Latin America in Havana on the programme in Meso-America and the Caribbean for submission to extrabudgetary funding sources.

34. Preparatory work is under way for the establishment of HIV/AIDS information centres for youth in Bulgaria, Mozambique and the United Republic of Tanzania. The centres are designed to improve access to information on HIV/AIDS and raise awareness among the youth in those countries, particularly young girls, rural and disadvantaged young people, about the potential risks, as well as efficient methods of preventing the disease. Planned activities include seminars and training sessions in information and communication technology skills; producing information packages; creating content, and "youth-friendly" web sites in local languages; and broad dissemination of collected "best" practices in the subject area, as measures to develop new attitudes in youth to combat HIV/AIDS.

Fellowships Programme

35. UNESCO continued its initiatives under the Fellowships Programme, the primary goal of which is the sharing of information, knowledge and experience among countries, thereby enabling Member States to upgrade skills and enhance national capacities in the areas of UNESCO programme priorities. During the period under review, a total of 39 fellowships (Africa: 8, Arab States: 6, Asia and the Pacific: 12, Europe: 3, and Latin America and the Caribbean: 10) were awarded to beneficiaries, duly endorsed by their respective national commissions. The gender distribution of the fellowships awarded was 64 per cent to women and 36 per cent to men. The total value of the 39 fellowships under both the regular programme and extrabudgetary projects is estimated at $1,228,327, of which 81 per cent were in support of the natural sciences. Capacity-building was enhanced in biological sciences and biotechnologies and in technologies related to sustainable development and the sound management of the environment, with special attention to water resources and their ecosystems. The UNESCO/L'Oréal Co-Sponsored Fellowships for Young Women in Life Sciences, the UNESCO/Keizo Obuchi Research Fellowships Programme funded by Japan, the UNESCO/Israel — MASHAV Co-Sponsored Fellowships Programme, and the UNESCO/Czech Republic Co-Sponsored Programme contributed to strengthening the capacities in these priority areas. The remaining 19 per cent of awards were in support of the following major programmes: 8 per cent for social and human sciences, 5 per cent for communication and information, 3 per cent for education and 3 per cent for culture.

36. A new UNESCO Fellowships Programme web page was launched where all relevant information concerning fellowship updates and opportunities can be obtained (http://www.unesco.org/fellowships). A Directory of UNESCO Fellows awarded during the biennium 2002-2003 has been finalized and disseminated to all national commissions and permanent delegations. Three new projects have been designed, negotiated and finalized during the period under review: UNESCO/Italy Co-Sponsored Fellowships, awarding 14 fellowships to Iraqi women, starting in 2004, to study in Italy and get university diplomas; UNESCO/Suzanne Mubarak/Japan-Egypt Friendship Fellowships for the Empowerment of Women Researchers in Peace and Gender Studies, funded by Japan. This last project grants 10 fellowships per year to women from developing countries. Finally, UNESCO/Cuba Co-Sponsored Fellowships, will start in 2005 and award 16

fellowships for graduate studies in Cuba to UNESCO Member States in the Africa region.

Other

37. UNESCO partnership with the World Food Programme (WFP): on 19 July 2004, UNESCO and WFP held a policy discussion on Food for education in the context of Education for All at UNESCO headquarters, with the participation of the Executive Director of WFP. The meeting facilitated a better understanding of the important role of food-assisted education programmes in achieving education for all, particularly in the poorest countries. These programmes include school feeding, but also support to the education of girls and other disadvantaged groups. A particular focus of the meeting was on HIV/AIDS and the key role of education in addressing the pandemic. As a result of the meeting, UNESCO and WFP agreed to strengthen their cooperation in the following areas: education of girls; HIV/AIDS education; literacy and non-formal education, particularly for women; and the Decade on Education for Sustainable Development.

38. As part of the follow-up to the eighth Conference of Ministers of Education of African Member States, three subregional conferences, including those of the Economic Community of West African States and the Portuguese-speaking Countries in Africa, decided to develop and implement specific projects to encourage cooperation between countries and subregional integration. For instance, subregional projects have been identified and prepared in the following fields: (a) teacher training, in particular through distance education; (b) combating HIV/AIDS in the education sector; (c) support for girls' education; (d) support for science and technology education; (e) citizenship education; (f) training in educational planning and management; and (g) production of teaching materials.

III. Measures taken by the United Nations Educational, Scientific and Cultural Organization to implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women in the countries being considered at the thirty-second session from 10 to 28 January 2005 (Algeria, Croatia, Gabon, Italy, Lao People's Democratic Republic, Paraguay, Samoa, Turkey)

Algeria

Basic statistics — population and education

	Population (in thousands)		
Year	*Total*	*Male*	*Female*
2000	30 291	15 346	14 945

Year	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
	Total	Male	Female	Total	Male	Female
2001/02	108	112	104	95	96	94

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	72	69	74	62[a]	60[a]	64[a]

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
1998/99	15[a]	NI	NI

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp).

[a] UNESCO Institute for Statistics estimation.

Within the framework of the work plan for the current biennium, specifically action 2 (Research agenda and action), activity 1 (Role of culture and social institutions), the Sector for Social and Human Sciences is preparing a number of studies on the interface between family laws in the Middle East and North Africa and the global women's rights agenda. The studies examine the extent to which the family laws converge with or diverge from international human rights and women's rights instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women. These studies also highlight remaining gaps in those family laws that have seen wide-ranging amendments (e.g., Tunisia) or reform (e.g., Morocco), such as the continuing problem of mixed marriages (that is, inadequate rights of the non-Muslim spouse) and of unequal inheritance. One paper, written by an external consultant, examines family laws in Algeria, Egypt, Morocco and Tunisia. Two other papers, written by interns under the direction of the GED chief, examine the family laws in the Islamic Republic of Iran and in the Arab countries of the Levant. The reform of family laws and the removal of reservations to the Convention are key objectives of women's rights advocates in countries such as Algeria and Lebanon.

Croatia

Basic statistics — population and education

Year	Population (in thousands)		
	Total	Male	Female
2000	4 654	2 253	2 401

Year	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
	Total	Male	Female	Total	Male	Female
2001/02	96	96	95	88	89	88

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	88	88	89	86	85	87

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
2001/02	36	34	39

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp).

Gabon

Basic statistics — population and education

Year	Population (in thousands)		
	Total	Male	Female
2000	1 230	609	621

Year	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
	Total	Male	Female	Total	Male	Female
2001/02	134	135	134	NI	NI	NI

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	51[a]	NI	NI	NI	NI	NI

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
1998/99	7	9	5

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp).

[a] UNESCO Institute for Statistics estimation.

Italy

Basic statistics — population and education

	Population (in thousands)		
Year	*Total*	*Male*	*Female*
2000	57 530	27 902	29 628

	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
Year	*Total*	*Male*	*Female*	*Total*	*Male*	*Female*
2001/02	101	101	100	100	100	100

	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
Year	*Total*	*Male*	*Female*	*Total*	*Male*	*Female*
2000/01	96	97	95	NI	NI	NI

	Gross enrolment ratio (percentage) at tertiary level		
Year	*Total*	*Male*	*Female*
2000/01	50	43	57

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp)

Promotion of women in science and technology

Following the conference "Women, sciences et biotechnologies" organized by the NGO "Women's Mediterranean Forum" at the UNESCO Turin Centre in 1999, the IPAZIA Network was launched, consisting of women trainers in science and biotechnologies. Since then, 3,200 women from ten countries have been trained. Several round tables on the topic have also been organized in Australia, Burkina Faso and China.

Lao People's Democratic Republic

Basic statistics — population and education

	Population (in thousands)		
Year	*Total*	*Male*	*Female*
2000	5 279	2 636	2 643

Year	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
	Total	Male	Female	Total	Male	Female
2001/02	115	123	106	83	86	79

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	41	47	34	31	35	28

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
2001/02	4	6	3

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp)

Paraguay

Basic statistics — population and education

Year	Population (in thousands)		
	Total	Male	Female
2000	5 496	2 772	2 725

Year	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
	Total	Male	Female	Total	Male	Female
2001/02	112[a]	114[a]	110[a]	92[a]	91[a]	92[a]

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	64	63	64	50[a]	49[a]	51[a]

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
2001/02	19	16	22

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp)

[a] UNESCO Institute for Statistics estimation.

Samoa

Basic statistics — population and education

	Population (in thousands)		
Year	Total	Male	Female
2000	159	83	75

	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
Year	Total	Male	Female	Total	Male	Female
2001/02	103	104	101	95	96	94

	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
Year	Total	Male	Female	Total	Male	Female
2001/02	75	71	79	61	58	65

	Gross enrolment ratio (percentage) at tertiary level		
Year	Total	Male	Female
2001/02	7[a]	7[a]	6[a]

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp).

[a] UNESCO Institute for Statistics estimation.

Turkey

Basic statistics — population and education

	Population (in thousands)		
Year	Total	Male	Female
2000	66 668	33 676	32 992

	Gross enrolment ratio (percentage) at primary level			Net enrolment ratio (percentage) at primary level		
Year	Total	Male	Female	Total	Male	Female
2001/02	94[a]	98[a]	91[a]	88[a]	91[a]	85[a]

Year	Gross enrolment ratio (percentage) at secondary level			Net enrolment ratio (percentage) at secondary level		
	Total	Male	Female	Total	Male	Female
2001/02	76[a]	86[a]	66[a]	NI	NI	NI

Year	Gross enrolment ratio (percentage) at tertiary level		
	Total	Male	Female
2001/02	25	29	21

Source: www.uis.unesco.org (http://stats.uis.unesco.org/eng/ReportFolders/Rfview/explorerp.asp).

[a] UNESCO Institute for Statistics estimation.

United Nations CEDAW/C/2005/I/3/Add.4

Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
8 November 2004

Original: English

Committee on the Elimination of Discrimination against Women
Thirty-second session
Item 5 of the provisional agenda*
10-28 January 2005
Implementation of article 21 of the Convention on the Elimination of All Forms of Discrimination against Women

Report provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

International Labour Organization

1. On behalf of the Committee, the secretariat invited the International Labour Organization (ILO), on 30 September 2004, to submit to the Committee a report on information provided by States to the ILO on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in areas falling within the scope of its activities, which would supplement the information contained in the reports of the States parties to the Convention that would be considered at the thirty-second session.

2. Other information sought by the Committee refers to activities, programmes and policy decisions undertaken by the ILO to promote the implementation of the Convention.

3. The report annexed hereto has been submitted in compliance with the request of the Committee.

* CEDAW/C/2005/I/1.

04-59970 (E) 100105

REPORT OF THE INTERNATIONAL LABOUR ORGANIZATION UNDER ARTICLE 22 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Geneva, July 2004

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Part I: Introduction

The provisions of article 11 of the Convention on the Elimination of All Forms of Discrimination Against Women are dealt with in a number of ILO Conventions. Of the 185 Conventions adopted so far, the information in this report relates principally to the following:

- Equal Remuneration Convention, 1951 (No. 100), which has been ratified by 161 member states;
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which has been ratified by 159 member States;
- Workers with Family Responsibilities Convention, 1981 (No. 156), which has been ratified by 34 member States.

Where applicable, reference is made to a number of other Conventions which are relevant to the employment of women:

Forced Labour

- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)

Child Labour

- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

Freedom of Association

- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

Employment Policy

- Employment Policy Convention, 1964 (No. 122)
- Human Resources Development Convention, 1975 (No. 142)

Maternity Protection

- Maternity Protection Convention, 1919 (No. 3)
- Maternity Protection Convention (Revised), 1952 (No. 103)
- Maternity Protection Convention, 2000 (No. 183)

Night Work

- Night Work (Women) Convention (Revised), 1948 (No. 89) [and Protocol]
- Night Work Convention, 1990 (No. 171)

Underground Work

- Underground Work Convention, 1935 (No. 45)

Part-time Work

- Part-Time Work Convention, 1994 (No. 175)

Home Work

- Home Work Convention, 1996 (No. 177)

The application of ratified Conventions is supervised in the ILO by the Committee of Experts on the Application of Conventions and Recommendations (CEACR), a body of independent experts from around the world, which meets annually. The information submitted in Part II of the present report consists of observations and direct requests made by the Committee. Observations are comments published in the CEACR's annual report – produced in English, French and Spanish – which are submitted to the International Labour Conference. Direct requests (produced in English and French – and in the case of Spanish-speaking countries, also in Spanish) are not published in book form, but are made public. At a later date, they are published on the ILO's database of supervisory activities, ILOLEX.

Part II: Indications concerning the situation of individual countries

ALGERIA

Positions with regard to ILO Conventions

I. Among the relevant ILO Conventions, Algeria has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 3, 29, 56, 87, 89, 98, 105, 122, 138, 142, and 182.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts relevant to the provisions of CEDAW relate to:

Convention No. 100: In its 2003 direct request, the Committee noted that a national survey on wages was due to start in September 1998 which would incorporate the concerns previously raised by the Committee concerning the distribution between men and women at the various wage levels, and particularly in the occupations and sectors employing a large number of women, in both the private and public sectors. It thus asked the Government to indicate whether this survey has been completed. If so, the Government is asked to supply the results in order to enable it to ascertain to what extent the equal pay principle laid down in the Convention is actually applied in practice.

The Committee also drew the Government's attention to the fact that, when employment evaluation plans use market salary rates to establish the relative weight of criteria, it is possible that these weightings tend to reflect traditional discrimination in the labour market stemming from sexist prejudices or stereotypical perceptions, which result in the under-evaluation of employment carried out principally by women. Thus, the Committee recommended the establishment of evaluation systems concerning occupations in which women predominate and those in which men predominate in order to identify and remedy cases of wage discrimination. The Committee also asked the Government to supply information on the measures taken or envisaged: (a) to ensure application of the principle of equal remuneration for male and female workers for work of equal value in the spheres in which it can exert direct or indirect influence on the determination of wage scales; (b) to encourage application of the principle of equal remuneration in cases where the Government is excluded from the wage-fixing machinery; and (c) to cooperate with employers and workers for the purpose of giving effect to the Convention and national legislation on the subject.

Convention No.111: In its 2003 observation, the Committee took note of the Government's indication that the Decrees on part-time work (No. 97-473 of 8 December 1997) and on home workers (No. 97-474 of 8 December 1997) allowed women to reconcile their obligations as women with a source of supplementary income for the family budget. In response, the Committee drew attention to the importance of not considering women as supplementary wage earners in order to promote equal opportunity and treatment. Such a notion, while true in some cases, is not true for many women who are important providers for their own and their families' livelihoods. In this regard the Committee also recalled that, in practice, women are still confronted with discrimination in the field of employment resulting from stereotypes which exist regarding a woman's place in society. It therefore encouraged the Government to

continue its efforts to further its national policy of promotion of equality of opportunity and of treatment in respect of employment and occupation.

In its 2003 direct request, the Committee asked the Government to indicate the measures taken to encourage the access of girls and women to new vocational training branches such as electricity and electronics to avoid occupational segregation based on sex. The Committee pointed out that discrimination is not always related to legal interdictions but to social prejudices that may result in determining capacities based on stereotypes or tradition rather than on actual ability and interest.

In respect of the special protection of women in employment, such as the prohibition of night work or refraining from assigning women to work that is dangerous, insalubrious or harmful to the health, the Committee is aware, when examining measures for the protection of women, that the specific needs of each country may vary. Nevertheless, it invited the Government to consider the possibility of reviewing these provisions - in consultation with the social partners and in particular with women workers - to determine whether it is still necessary to prohibit access to women to certain occupations, in view of the improvement of working conditions, and also of changes in mental attitudes and the right to equal access and opportunity. One of the reasons put forward by the Government to justify barring women from certain employment derives from the desire to allow women workers to harmonize their working life with the requirements of their family life. In this connection, the Committee recalled that it has often emphasized that it would be preferable if certain measures taken for women workers - to enable them to raise and care for their children - were progressively extended to men, so that such advantages need no longer reduce women's competitivity on the labour market. Family responsibilities can effectively become a hindrance to equality in employment and a major cause of direct or indirect discrimination against women. The adoption of such measures would bear witness to the recognition that family responsibilities are a problem proper to the family and society - and not solely to women.

CROATIA

I. Among the relevant ILO Conventions, Croatia has ratified Conventions Nos. 100, 111, and 156. It has also ratified Convention Nos. 3, 29, 45, 56, 87, 98, 100, 103, 105, 111, 122, 138, and 182.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts on matters relevant to the provisions of the CEDAW relate to:

Convention No. 100: In a 2003 direct request, the Committee noted with interest the indication that after the amendment of the Labour Act in July 2003, the definitions of both "work of equal value" and "remuneration" were included under section 82 in conformity with the Convention. The Committee also noted with interest that provision 13(1)4 of the Fquality of the Sexes Act, which came into force on 30 July 2003, forbids discrimination in pay based on sex.

The Committee also noted the adoption in December 2001 of a new National Policy for the Promotion of Equality that includes the programme of implementation of the National Policy for the Promotion of Equality in the Republic of Croatia in the period 2001-05 (No. 112/01).

The Committee asked the Government to provide information in its next report on the activities carried out in the framework of this policy to ensure the application to all workers of the principle of equal pay between men and women for work of equal value.

Further to its previous comment, the Committee took note of the Government's indication that, according to the Croatian Association of Employers, there are no rules for determining salaries for employers having less than 20 employees, and that in these cases, salaries are determined by a contract or by employment rules. The Committee asked the Government to provide information on whether new section 82 of the Labour Act applies to these employers, and if not, by which manner the Government ensures the application of the principle of equal pay between men and women for work of equal value in enterprises with fewer than 20 employees.

Finally, the Committee took note that, according to the Government's indication, no complaint about discrimination in salaries between women and men has been received. The Committee asked the Government to provide information on the activities of the inspection service to enforce the application of section 82 of the Labour Act, including awareness raising and counselling as well as the complaint-based activities.

Convention No.111: In its 2003 observation, the Committee noted with interest the adoption of both the Act concerning amendments to the Labour Act and the Equality of the Sexes Act that came into force on 19 and 30 July 2003 respectively. It noted that according to the amended section 2 of the Labour Act the prohibition of discrimination against jobseekers and workers includes new grounds of sexual orientation and ethnic origin upon which discrimination is prohibited, in addition to the grounds of race, skin colour, marital status, family obligations, age, language, religion, conviction, social origin, wealth, birth, social position, political party membership or non-membership, trade union membership or non-membership and physical and mental difficulties (1); defines what is considered direct and indirect discrimination (2)(3); lays out exemptions (2a); set out provisions on harassment and sexual harassment (2b); establishes the right to damages in the event of discrimination (2c), and that the burden of the proof is upon the employer (2d). It also noted that section 13 of the Equality of the Sexes Act forbids discrimination in employment and occupation. The Committee was of the view that these new provisions are in accordance with the Convention and further strengthened its application in law. It requested the Government to provide information in future reports on their enforcement and their implementation in practice including results achieved.

In its 2003 direct request, the Committee noted the results of an experimental research carried out by the women's section of the Federation of Independent Unions of Croatia and the TOD women's group. The research shows that women (one out of four) are often exposed to sexual harassment at work. The Committee requested the Government to provide information in its next report on the practical measures taken or envisaged to combat sexual harassment at the workplace, and the practical application of the Labour Act provision on sexual harassment. The Committee noted the concluding observations of the Committee on Economic, Social and Cultural Rights (CESCR) on Croatia of 30 November 2001 (E/C.12/1/Add.73). That Committee expressed its concern over reports alleging that the competent authorities frequently do not address private acts of discrimination and ethnically motivated violence, mainly against Serbs and Roma people, nor discrimination in employment on the basis of gender, age and

ethnic origin. That Committee noted that women are generally employed in lower paying and lower status jobs and are poorly represented in public service and office. The ILO Committee of Experts joined the CESCR in encouraging the Government to adopt measures to continue to reduce unemployment and promote entrepreneurship, ensuring that in so doing, all such measures, including training of prospective employees and placement of jobseekers with potential employers, are undertaken in a non-discriminatory manner. It also strongly recommended the Government to undertake a comprehensive review of the situation of women in the workforce and as public servants. The Committee hoped that the Government would take into account these observations and will undertake the necessary measures to address the inequality that affects in practice mainly women and certain national minorities.

Convention No. 156: In its 2000 direct request, the Committee noted the prohibition contained in section 2 of the Labour Law on giving less favourable treatment to a jobseeker or worker on the basis of a number of criteria, including family responsibilities. In addition, the Government sets forth in its National Policy for the Promotion of Equality, adopted in 1996, and its Programme of Action for application of the Beijing Platform, that specific measures must be adopted for the promotion of equality in family life with the object of reconciling the family and occupational responsibilities of both parents. The Committee requested the Government to send information concerning the supplementary measures taken or envisaged in accordance with this national policy in regard to workers with family responsibilities.

The Committee noted with interest that the Pre-school Education Act and the Primary Education Act provide for childcare, particularly for children of working parents. The Committee asked the Government to provide copies of these Acts and also requested the Government to indicate whether there are establishments or community services to assist workers with family responsibilities in the care of older persons.

The Committee requested the Government to indicate whether there are measures in Croatia intended to promote information and education that engender wider public understanding of the principle of equality of opportunity and treatment for workers of both sexes and of the problems of workers with family responsibilities, as well as a climate of opinion conducive to overcoming these problems. Noting that legislation provides that parental leave may be exercised by either parent, except for the obligatory period of maternal leave, the Committee requested the Government to indicate whether there are publicity campaigns designed to encourage fathers to use these provisions and to promote in general the concept of sharing family responsibility between men and women.

GABON

I. Among the relevant ILO Conventions, Gabon has ratified Conventions Nos. 100 and 111. Gabon has also ratified Conventions Nos. 3, 4, 29, 45, 87, 98, 105, and 182.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts relevant to the provisions of CEDAW relate to:

Convention No 100: In its 2003 direct request, the Committee recalled that for several years it has been pointing out that the principle of equal remuneration set out in section 140 of the

Labour Code is narrower than the principle laid down in the Convention, as it does not appear to allow a comparison between jobs of a different nature and content, but which are still of equal value. The Committee therefore hoped that the Government would endeavour to amend this provision. Recalling that the Convention envisages objective evaluation of jobs in order to determine remuneration in a non-discriminatory manner, the Committee requested the Government to indicate the manner in which wages are fixed in practice, both those fixed as minimum wages through Presidential Decree and through collective agreements.

The Committee noted the Government's intention to strengthen the statistical unit attached to the Directorate of Research and Documentation, in order to be in a position to better collect and process statistical information on the levels of income of men and women. The Committee also noted statistical data indicating the representation of women among the civil servants in the different grades and their share among those holding posts of responsibility. It noted that overall some 34 per cent of the posts in the public service are held by women, with 19 and 29 per cent occupying the two highest grades.

Finally, the Committee noted that the Government has taken measures to reinforce the mechanisms to enforce the application of the Convention, in particular strengthening the labour inspectorate through training. The Government was asked to continue to provide information on the concrete measures taken to promote the application of the Convention through the labour inspectorate, including information on any specific activities carried out by labour inspectors with regard to equal remuneration and cases of wage discrimination addressed by them.

Convention No. 111: In its 2003 direct request, the Committee noted the Government's indication that sexual harassment is prohibited under section 8 of the Labour Code, which generally prohibits sex discrimination. Complaints can be made to the labour inspector or the courts. The Committee also noted that unions, women's associations and other NGOs are undertaking awareness activities on the issue.

The Committee noted with interest that the Government has taken certain measures to promote the employment of women in jobs and occupations traditionally not held by women, such as technical and industrial jobs, as well as managerial posts and positions of responsibility. The Committee also noted the information that young women were encouraged to enrol for technical studies in several universities and schools. The Committee requested the Government to continue to provide information on its efforts to promote women's participation in education and employment.

The Committee recalled that since 1995 it has been requesting the Government to provide information on the extent of the participation of women in the various courses provided by training, further training and retraining institutions covered by sections 98-103 of the 1994 Labour Code. The Committee requested the Government to indicate the specific difficulties in obtaining such information and hoped that it would take the necessary measures in this regard, including through a request for technical assistance to the ILO.

Convention No 3: In its 2003 direct request, the Committee drew the Government's attention to the need to take the necessary legal measures to guarantee that women are not allowed to

work for a period of six weeks after confinement, in accordance with the Convention. In its reply, the Government considered that given that section 171 of the Labour Code simply allows women employees the option of returning to work to meet financial difficulties, for example, it does not violate the spirit of the Convention. The Committee was nevertheless bound to recall that the compulsory character of the postnatal maternity leave established in this provision of the Convention affords protection that supplements the right to leave, the aim being to prevent pressure or offers of material gain from inducing the worker to resume employment before the end of the legal period of postnatal leave, to the detriment of her health or that of her child. The Committee trusted that, in view of the above, the Government would soon take the measures required to bring the national legislation into full conformity with the Convention.

ITALY

I. Among the relevant ILO Conventions, Italy has ratified Conventions Nos. 100 and 111. Italy has also ratified Conventions Nos. 3, 29, 45, 87, 98, 105, 122, 138, 142, 175, 182, and 183.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts relevant to the provisions of CEDAW relate to:

Convention No. 100: In its 2003 direct request, the Committee noted the measures taken by the Government to increase women's participation in the labour market. It further noted the figures that show an actual increase in women's participation in the labour market of 2.8 per cent, compared with 0.8 per cent for men. However, it noted that such increase is due both to the greater adaptability of women to the demands of the market, for example in part-time positions, and the rise in the number of "women's occupations", such as personal services like domestic help and door-to-door selling (78 per cent of women in the south are engaged in these types of work). In fact, employment in atypical work from 1999 to 2001 rose by 36.1 per cent for women, compared with 24.6 per cent for men. Therefore, the Committee recalled that women are still frequently segregated into lower status and lower remunerated occupations, and reiterated its request for information on the measures taken to increase women's participation in full-time and higher status positions.

The Committee noted the data supplied with the latest report on the distribution of men and women in the different sectors and at the different levels of the public administration, and noted in particular that only 6.9 per cent of women occupy the post of general director of a Ministry, and 20.8 per cent the post of director. The Committee asked the Government to continue to supply such statistical data, and to enhance the measures taken to promote women's access to senior managerial positions within the public administration.

The Committee noted the threefold approach taken by the Government in order to advance equality in employment and occupation: it noted section 3 of Decree 151/2001 which confirms respect for the principle of non-discrimination, section 4 of Act No. 903 providing for equality of treatment in pensions, and the progressive lightening of the cost of female labour. The Committee asked the Government to describe the manner in which these provisions have helped to reduce the pay gap between women and men workers.

The Committee was concerned about the lack of statistical data on wages and incomes disaggregated by sex and level of responsibility. It pointed out the importance of providing statistics in order for the Committee to be able to examine the actual situation in relation to the wage gap between men and women. In this connection the Committee requested a copy of the survey on wage differentials in Italy, disaggregated by sex, commissioned by the National Commission on Equality, which was expected to be available in 2001.

Convention No. 111: In its 2002 direct request, the Committee noted that the presence of women increased at all levels of responsibility, in particular the number of women managers increased from 26.8 per cent in 1993 to 31.5 per cent in 1999. However, it noted that women in the national, local and regional government administrations are still under-represented in positions of decision-making authority, with only 10.3 per cent representation in Parliament, 17.4 per cent in Government and less than 10 per cent of representation at the local level. Therefore, the Committee asked the Government to supply information on the measures taken or envisaged to promote the presence of greater numbers of women in managerial and supervisory positions in the government administration. Further, the Committee noted the statistical data on employment disaggregated by sex and sector of activity. The Committee hoped that the Government would continue to provide this data in its future reports disaggregated also by level of responsibility.

The Committee noted the information in the Government's report on the increased use of "atypical" contracts, that differs from permanent full-time work in duration, working time, contribution levels and remuneration. The Committee noted that women have a higher rate of employment in these types of contracts than men and that the gap is growing. It also noted that self-employment is growing faster for women than for men. The Committee asked the Government to indicate the measures to promote women's participation in permanent full-time jobs and to ensure that women are not disadvantaged in their terms and conditions of contracts based on sex.

Finally, the Committee noted with interest Decree No. 196 of 2000 that establishes a network of equality advisers at national, regional and provincial level, with promotional and supervisory functions of the principle of equality between women and men in the labour market. The Committee asked to receive further information on the measures taken and the impact of section 7 of the new Decree on affirmative actions.

Convention No 4: In its 2000 direct request, the Committee, bearing in mind that in 1992 the Government proceeded to denounce the Night Work (Women) Convention (Revised), 1948 (No. 89), recalled that the Government remains fully bound by the provisions of Convention No. 4 until such time a formal act of denunciation takes effect. The Committee also took the opportunity to invite the Government to give favourable consideration to the ratification of the Night Work Convention, 1990 (No. 171).

PARAGUAY

I. Among the relevant ILO conventions, Paraguay has ratified Conventions Nos. 100 and 111. Paraguay has also ratified Conventions Nos. 29, 87, 89, 98, 105, 122, 138, and 182.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts relevant to the provisions of CEDAW relate to:

Convention No 100: In its 2003 direct request, the Committee noted the information supplied by the Government to the effect that, in practice, there was a clear difference between men's pay and women's pay in virtually all branches, categories of occupation, occupational groups and at all levels of education and that the differential favours men. Furthermore, the higher levels of education do not ensure that women receive equitable pay by comparison with men who have the same level of education. In view of such serious inequalities, the Committee pointed to the importance of using objective job appraisal methodologies in order to improve women's status in both the public sector and the private sector. The Committee urged the Government to adopt and implement measures, in cooperation with the social partners, to reduce the large wage gap between men and women, and to address the occupational and sectoral segregation of women in the labour market.

The Committee noted the activities carried out in 2002 by the National Tripartite Commission to Review and Promote the Participation of Women in Work (CTIO). The Committee trusted that the Government would provide information in its next report on all other activities carried out by the CTIO to contribute to reducing the wage gap and to raise the low percentage of women in management jobs.

Convention No. 111: In its 2003 observation, the Committee addressed discrimination on the basis of political opinion.

Convention No. 89: In its 2000 direct request (repeated in 2003), the Committee noted that, by virtue of articles 130 and 122 of Act No. 213 of 29 June 1993, establishing the Labour Code as amended by Act No. 496 of 22 August 1995, night work in industrial undertakings is only prohibited for pregnant and breastfeeding mothers as well as for minors between 15 and 18 years of age, while *Article 3* of the Convention provides for a general ban on night work applicable to all women without distinction of age. In addition, the Committee noted that, under article 195of the Labour Code, night work is defined as any work carried out between 8 p.m. and 6 a.m., that is a period of ten hours, whereas under *Article 2* of the Convention the term "night" signifies a period of at least 11 consecutive hours including an interval of at least seven consecutive hours falling between 10 o'clock in the evening and 7 o'clock in the morning. The Committee also noted that articles 208 and 209of the Labour Code depart from the letter of the Convention in so far as they provide for the possibility of authorizing night work in cases other than those of *force majeure*, perishable materials and serious emergency.

In respect to the above, the Committee recalled that the principal obligation for a government arising out of the ratification of an international labour Convention is to take such action as may be necessary to make effective the provisions of the ratified Convention, and to continue to ensure its application for as long as it does not decide to denounce it. Therefore, the Committee asked the Government to indicate the measures it intends to take to bring national legislation into conformity with the Convention. The Committee also took the opportunity to invite the Government to give favourable consideration to the ratification of either the Night Work Convention, 1990 (No. 171) or the Protocol of 1990 to Convention No. 89.

Convention No. 122: In its 2003 direct request, the Committee recalled that the compilation and analysis of statistical information has to serve as a basis for the adoption of employment policy measures. The Committee once again requested information on the situation, level and trends of employment, unemployment and underemployment throughout the country and the extent to which they affect the most vulnerable categories of workers (such as women, young persons and rural workers), who often encounter the greatest difficulties in finding lasting employment.

Turkey

I. Among the relevant ILO Conventions, Turkey has ratified Conventions Nos. 100 and 111. Turkey has also ratified Conventions Nos. 29, 45, 87, 98, 105, 122, 138, 142, and 182.

II. **Comments made by the ILO supervisory bodies.** The pending comments of the ILO Committee of Experts relevant to the provisions of CEDAW relate to:

Convention No. 100: In its 2002 direct request, the Committee noted with interest that the revised Civil Code (Act No. 4721) which entered into force on 1 January 2002 repeals a number of provisions of the Civil Code of 1926 which had been considered contrary to gender equality. With reference to its previous comments on discrimination in the payment of certain benefits to public servants for reasons that are linked to their gender, the Committee noted that under the new Civil Code equality of spouses has been established, including in respect to representing the conjugal community in legal matters. The Committee noted the Government's statement that the legal basis for discriminatory payment of certain benefits to the husband, such as family allowances, no longer exists and that work was under way to reflect these changes in the Civil Service Act No. 657. The Committee asked the Government to keep it informed of the progress made in this regard and to provide a copy of any amendments to the Civil Service Act to ensure equal remuneration, including allowances, of men and women in the civil service in accordance with the Convention.

The Committee noted that Turkish Confederation of Employer Associations (TISK) refers to section 6, paragraph 4, of the Labour Act No. 1474 which provides for equal wages for men and women for "work of the same nature with the same output". According to TISK this provision did not quite reflect the principle of "equal remuneration for work of equal value" and that it would be appropriate if the provision in question would be brought into line with the wording of the Convention. The Committee also noted the Government's view that for the purpose of the implementation of the Convention there was no substantial difference between the terms "work of equal nature" and "work of equal value". However, the Committee does not consider the meaning of "work of the same nature with the same output" and the principle of "equal remuneration for work of equal value" to be identical because the two phrases have different connotations and interpretations of the two concepts may differ in practice. The Committee believed that formally reflecting the principle of equal remuneration for men and women for work of equal value in the Labour Act would positively contribute to the application of the Convention and encouraged the Government to undertake further consideration in this regard, in close cooperation with the social partners.

Recalling its previous comments concerning the application of the Convention to all workers, including self-employed workers, the Committee noted from the Government's report that no legislative amendment respecting atypical work, such as home work, as envisaged by the Eighth Five-Year Development Plan, has yet been adopted. The Committee hoped that any future legislation on atypical work will incorporate the principle of equal remuneration of men and women for work of equal value and asked the Government to provide copies of any amendments made. Please also provide information on any other measures taken in the context of the current Five-Year Development Plan aiming at the reduction of wage inequalities.

The Committee noted that in 2001, 61 per cent of all employed women were engaged in the occupational group of agricultural workers, while only 0.8 per cent were employed in the category of "administrative, executive and managerial workers". In comparison, some 30 per cent of all employed men were engaged in agricultural occupations, while some 3.3 per cent were in administrative, executive and managerial occupations. Among the persons being employed in the latter category, only 8 per cent were women. The data concerning the participation of men and women in the various fields of economic activities likewise revealed a very high degree of concentration of women in agriculture. The Committee recalled that horizontal and vertical occupational segregation of women into lower paying jobs or occupations and lower positions without promotion opportunities is one of the causes of pay differentials between men and women and requested the Government to provide information on the measures taken or envisaged to promote the principles of the Convention through policies aimed at labour market desegregation (e.g. promoting equal access of women to all occupations and economic sectors and to jobs with decision-making and management responsibilities).

Convention No. 111: In its 2002 observation, the Committee noted indications by the Turkish Confederation of Employers' Associations (TISK) that female employment has increased in the private sector in recent years, while Confederation of Progressive Trade Unions of Turkey (DISK) indicated that the problems related to discrimination against women still existed. The Committee noted the statistical information for the year 2000 provided by the Government according to which the level of female literacy and labour force participation remains very low. Noting that the number of illiterate women was still around four times higher than that of men, the Committee observed that illiteracy is not only a problem in rural areas, with 2.4 million illiterate persons out of 6 million living in the cities. The overall labour force participation rate of men is at 73.1 per cent, while that of women is as low as 25.5 per cent. In 2000, female unemployment in urban areas was at 13.1 per cent as compared to 7.9 per cent for male unemployment.

The Committee of Experts also discussed discrimination on the basis of sex and religion. The Committee recalled the communication dated 9 May 1999 of the Workers' House of the Islamic Republic of Iran, a workers' organization, which stated that a female legislator wearing an Islamic headscarf was treated in a discriminatory manner when she was forced from the hall of the Grand National Assembly without being sworn in. The comments received from the Workers' House also alleged discrimination in regard to the ban on wearing of headscarves at universities, academic centres and by public servants. The Committee observed that the requirement that public servants and university students uncover their heads would in fact

disproportionately affect women wearing headscarves, possibly impairing or precluding altogether their right to equal access to education and employment due to their religious practices. It moreover drew attention to the particular significance the ban on headscarf takes on when viewed in the light of the low level of education of women and their low level of participation in the work force.

While noting the complexity of the situation, the Committee reiterated its concern that the current broad prohibition for students and civil servants from wearing head coverings may lead to situations incompatible with the principle of equality as envisaged by the Convention. As stated previously, such a requirement would in fact disproportionately affect Muslim women, possibly impairing or precluding altogether their right to equal access to education and employment, due to their religious practices. The Committee deemed it necessary to recall that the Government has undertaken to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality and treatment in respect to employment and occupation, with a view to eliminating any discrimination, including on the basis of sex and religion. The Committee also recalled that, in order to be permissible under the Convention, any distinction or exclusion that has the effect of nullifying or impairing equality of opportunity and treatment in employment and occupation must be based on the inherent requirements of a particular job. The Government was therefore requested to consider ways and means to promote and ensure equal access of Muslim women to employment in the civil service irrespective of their religious practice, and to keep the Committee informed of any development concerning this matter. Recalling that the access of women to education is one of the factors determining their participation in the labour force and that the general level of education of women and their labour force participation in Turkey remains very low, the Committee also requested the Government to provide information on measures taken or envisaged to ensure that all women, including Muslim women and girls, enjoy their equal rights to education, including at the university level. The Committee also requested the Government to provide statistical information on the numbers of women who have been precluded from attending university or from obtaining or maintaining jobs in the public service, due to the ban on headscarves.

In its 2002 direct request, the Committee noted from the Government's report that continuing efforts are being made to provide better employment opportunities for women through the various training courses organized by the National Employment Agency, including in professions traditionally dominated by men, such as computer programmer, accountant, electronic computer operator or sales assistant. The Committee noted that in 2000 the percentage of women participating in employment-guaranteed training courses slightly decreased to 68 per cent from 73.7 per cent in 1999 and the percentage of female participants in business start-up training courses increased from 86.7 to 89 per cent. The Government was invited to continue to provide information on the vocational training provided by the National Employment Service, including information on the number of women participating in the different courses, including those concerning occupations traditionally taken up by men.

Moreover, the Committee noted from the comments by the Turkish Confederation of Employers' Associations (TISK) that the functions of the Turkish Labour Institute (IŞKUR)

have been extended to implement active and passive labour force policies and that in its restructured form IŞKUR will be able to take measures to strengthen the position of women in the labour market. The Government was asked to provide information on the activities of IŞKUR aiming at the promotion of gender equality in employment and occupation.